AMENDMENTS TO THE CLAIMS

Please amend the claims as follows:

1.-8.   (Withdrawn)

9.   (Currently Amended)   A method of integrating a plurality of human resource and employee benefit products, some of ~~said~~ the products comprising a source of data, wherein at least two of ~~said~~ the products format ~~said~~ the sources of data differently, ~~said~~ the method comprising:

~~(a)~~ receiving a request from a requestor to conduct an operation on ~~said~~ the data of ~~said~~ the plurality of products;

~~(b)~~ conducting ~~said~~ the operation on a shared data source;

~~(c)~~ initiating a plurality of tasks to perform ~~said~~ the operation for each of the plurality of products, wherein same data regarding ~~said~~ the operation to be performed is formatted to accommodate different formatting of each of ~~said~~ the data source belonging to the plurality of products;

~~(d)~~ determining which of ~~said~~ the plurality of tasks are critical and creating a sorted first list of all ~~said~~ the tasks initiated to perform ~~said~~ the operation on the plurality of products that are determined to be critical;

(e) synchronously executing ~~said~~ the tasks from ~~said~~ the first list, wherein one ~~said~~ the task is being executed at a time in order of priority, with a subsequent task waiting for a previous task to complete;

(f) determining which of ~~said~~ the plurality of tasks are not critical and creating a second list of all ~~said~~ the tasks initiated to perform ~~said~~ the operation on the plurality of the products that are determined to be non-critical; and

(g) executing ~~said~~ the tasks from ~~said~~ the second list in asynchronous order.

10.   (Currently Amended)   The method of claim 9, further comprising a ~~step of~~ initiating security lookup to determine whether ~~said~~ the request to conduct ~~said~~ the operation is authorized and whether all of ~~said~~ the plurality of products are available to the requestor.

11.   (Currently Amended)   The method of claim 10, wherein if any one of ~~said~~ the synchronously executed tasks is not successfully completed all ~~said~~ the synchronously executed tasks are rolled back.

12.   (Currently Amended)   The method of claim 11, wherein ~~said~~ the tasks from ~~said~~ the second list are executed by queuing and scheduling execution according to requirements of the products that are determined to be non-critical and executing ~~said~~ the tasks at a scheduled time.

13. (Currently Amended) The method of claim 11, wherein ~~said~~ the request to conduct ~~said~~ the operation on ~~said~~ the data of ~~said~~ the plurality of products is issued by a triggering event, ~~said~~ the triggering event comprising one or more events from among events in lives of employees, calendar events, and pre-determined events.

14.-16. (Canceled)

17. (Currently Amended) A network site comprising a computer server that provides display pages to requesting client machines, the network site further comprising:

~~(a)~~ a first set of human resource and employee benefit products installed at the computer server and ~~accessed~~ accessible by a client machine; and

~~(b)~~ one or more network links from the computer server to computer servers of corresponding third party providers, each of whom offers one or more human resource and employee benefit products that are ~~accessed~~ accessible from a client machine by the network link, therein comprising a second set of human resource and employee benefits products; wherein the computer server receives requests from client users for services from the first and second set of human resource and the employee benefit

products, and responds by determining the appropriate application to process the client user request, therein comprising an integrated benefits package comprising one or more applications from the first and second sets of human resource and employee benefits products, wherein the integrated benefits package is accessed accessible by the client machines, wherein the third party providers are bound to a determined price of their applications included in the integrated benefits package and defined period of time for maintaining the links from the computer server.

18.   (Original)   The network site of claim 17, wherein the second set of the human resource and the employee benefit products offered by the third party providers comprises one or more applications from the set consisting of: retirement plans including 401K; unemployment insurance; Worker's compensation insurance; group health insurance; dental insurance; group life insurance; disability insurance; employee assistance; tax filing services; and child care services.

19.   (Original)   The network site of claim 18, wherein the first set of the human resource and the employee benefit products comprise: payroll; human resource compliance services; employee development tools and advisory services; discount procurement; purchasing cards; and work share and e-mail.

20.   (Currently Amended)   The network site of claim 17, wherein the computer server provides a user interface to an authorized client user to modify the integrated benefits package, wherein the human resource and the employee benefit products from ~~said~~ the first set and the human resource and the employee benefit products from ~~said~~ the second set may be added and removed.

21.   (Currently Amended)   A network computer server that integrates a plurality of human resource and employee benefit products, ~~said~~ the products operating on respective sources of data, wherein at least two of ~~said~~ the products format ~~said~~ the respective sources of data differently, the server comprising:

    ~~(a)~~ a communications interface through which the server receives a request to conduct an operation on ~~said~~ the data of ~~said~~ the plurality of products;

    ~~(b)~~ a processor that conducts ~~said~~ the operation on data retrieved from a shared data source and initiates a plurality of tasks to perform ~~said~~ the operation for each of the plurality of products; wherein some data regarding ~~said~~ the operation to be performed is formatted to accommodate different formatting of each of ~~said~~ the data source belonging to the plurality of products, and wherein the processor determines which of ~~said~~ the plurality of tasks are critical and creates a sorted first list of all ~~said~~ the tasks

initiated to perform ~~said~~ the operation on the plurality of

products that are determined to be critical, then synchronously

executes ~~said~~ the tasks from ~~said~~ the first list, wherein one of

~~said~~ the tasks is executed at a time in order of priority, with a

subsequent task waiting for a previous task to complete, and

then the processor determines which of ~~said~~ the plurality of

tasks are not critical and creates a second list of all ~~said~~ the tasks

initiated to perform ~~said~~ the operation on the plurality of the

products that are determined to be non-critical, and then

executes ~~said~~ the tasks from ~~said~~ the second list in asynchronous

order.

22.   (Currently Amended)   The server of claim 21, wherein the

processor further initiates security lookup process to determine whether ~~said~~ the

request to conduct ~~said~~ the operation is authorized and whether all of ~~said~~ the

plurality of products are available to the requestor.

23.   (Currently Amended)   The server of claim 22, wherein if any one of

~~said~~ the synchronously executed tasks is not successfully completed, then the

processor causes all ~~said~~ the synchronously executed tasks to be rolled back.

24.   (Currently Amended)   The server of claim 23, wherein ~~said~~ the

tasks from ~~said~~ the second list are executed by the processor by queuing and

scheduling execution according to requirements of the products that are determined

to be non-critical and executing ~~said~~ the tasks at a scheduled time.

25.   (Currently Amended)   The server of claim 23, wherein ~~said~~ the

request to conduct ~~said~~ the operation on ~~said~~ the data of ~~said~~ the plurality of

products is initiated by one or more triggering events, ~~said~~ the triggering events

comprising one or more events from among events in lives of employees, calendar

events, and pre-determined events.

26.   (Currently Amended)   A network computer server that manages

and administers a plurality of human resource and employee benefit products on a

network, ~~said~~ the plurality of products being implemented on a plurality of <u>third

party</u> network computing devices, the server comprising:

      ~~(a)~~ a communications interface through which the server receives a user

          request to perform data operations on data sources of ~~said~~ the

          plurality of products; and

      ~~(b)~~ a processor that conducts ~~said~~ the data operations on the data

          sources of each of the plurality of products; wherein ~~said~~ the

          processor determines triggering events that require actions on

          ~~said~~ the data sources of each of ~~said~~ the plurality of products

and performs ~~said~~ the actions in an integrated fashion <u>according to a format of each of the plurality of products</u>, wherein ~~said~~ the user views all of ~~said~~ the plurality of products as residing on a single computing device.

27. (Original) The server of claim 26, wherein the network is the Internet.

28. (Original) The server of claim 26, wherein the processor responds to a user request in accordance with a particular geographic location of the user residence.

29. (Currently Amended) A method of processing operations in an integrated human resource management system over a computer network, the method comprising:

detecting a triggering event that is associated with one or more data records in an employee information data store of the human resource management system and that comprises new employee information to be added to the associated data records to produce an updated data record;

determining the data records in the data store that are affected by the detected triggering event;

determining if additional new employee information is needed to

correctly change the affected data records and, if so, then

eliciting the additional new employee information from a system

user;

updating the determined affected data records in the data store with

the new employee information such that the updated data

records are immediately available to computer network

processes of the human resource management system; ~~and~~

responding to a request from one of the computer network processes

by retrieving the updated data records from the data store;

converting the retrieved updated data records into a data format that is

compatible with the requesting network process; and

providing the converted data records to the requesting network

process.

30.   (Canceled)

31.   (Original)   The method of claim 29, wherein the requesting network

processes include applications that are installed at a host network server that receives

the requests, and includes applications that are installed at third party network

servers that receive data requests from the host network server.

32.   (Original)   The method of claim 31, wherein the employee information data store includes data record storage at the host network server and data record storage located remotely from the host network server.

33.   (Original)   The method of claim 32, wherein the employee information data store includes data record storage at the third party network servers.

34.   (Original)   The method of claim 29, wherein the triggering event is an automatically generated event.

35.   (Original)   The method of claim 29, wherein the triggering event is an employee entered change to one of the data records.

36.   (Currently Amended)   A network computer server that provides processing in response to user requests in an integrated human resource management system, the server comprising:

(a) a communications interface through which the server receives a user request; and

(b) a processor that responds to the user request by detecting a triggering event that is associated with one or more data records in an employee information data store of the human resource management system and that comprises new employee

information to be added to the associated data records to produce an updated data record, and then determines the data records that are affected by the detected triggering event, determines if additional new employee information is needed to correctly change the affected data records and, if so, elicits the additional new employee information from a system user, updates the affected data records in the data store with the new employee information such that it is immediately available to computer network processes of the human resource management system, and responds to a request from one of the computer network processes by retrieving the updated data records from the data store, converts the retrieved updated data records into a data format that is compatible with the requesting network process, and provides the converted data records to the requesting network process.

37. (Canceled)

38. (Original)   The server of claim 36, wherein the requesting network processes include applications that are installed at a host network server that receives the requests, and include applications that are installed at third party network servers that receive data requests from the host network server.

39.   (Original)   The server of claim 36, wherein the employee information data store includes data record storage at the host network server and data record storage located remotely from the host network server.

40.   (Original)   The server of claim 39, wherein the employee information data store includes data record storage at the third party network servers.

41.   (Original)   The server of claim 36, wherein the triggering event is an automatically generated event.

42.   (Original)   The server of claim 36, wherein the triggering event is an employee entered change to one of the data records.

43.-50. (Withdrawn)

51.   (Currently Amended)   A user interface of a computer program for displaying information directed to a specific employee, the information relating to employee administration products of an integrated package, the products including a third party provider product accessible over a network, comprising:

        at least one link associated with the third party provider product of the
                package;

        a first display area for displaying at least one recommendation relating

                to at least one employee administration the third party provider

product of the package responsive to receiving data indicating

entry into a time period for a life event relating to the specific

employee; and

a second display area, separated from the first display area by a

boundary, for displaying at least one reminder for ~~at least one~~

<u>the third party provider</u> product of the package.